

EFFECTIVE COMMUNICATION ACROSS GENERATIONS IN SUPERVISION

(SUGGESTIONS FROM MCCREADY, 2007, 2011 ASHA CONVENTION, SAN DIEGO, 11/17/11)

- A. Increase your own knowledge of the defining events and values of each generational cohort by reading, attending workshops such as this one!
- B. Share and apply that knowledge with your colleagues, students, and clients in creative, fun ways, e.g., in an orientation meeting that includes an interactive learning activity.
- C. Discuss generational characteristics that might lead to misunderstandings
- D. Establish mentoring programs for new supervisors and staff pairing members of different generations.
- E. Focus on the positive aspects/strengths of each generation, e.g., the technological expertise of our millennial students.
- F. Examine your own professional relationships to see if you are making assumptions on the basis of generational differences.
- G. Be aware of generational stereotyping and be cautious in assuming that each member of a cohort will display all aspects of the “collective personality.”
- H. Respect all your supervisees and let them know in a caring manner if you are concerned about potential generational conflicts.
- I. Form a study group to learn more about the research in this area.
- J. Be aware of your own cultural, generational identity and formulate in your own words how you might share it with others.